

## 2003 COMPENSATION COMPARISON FOR

**PART I: Benefits having an immediate value or cost to the employee. May be matched on a dollar-for-dollar basis**

BENEFIT	PROPOSED NIH COMPENSATION	DOLLAR VALUE	CURRENT COMPENSATION <sup>1</sup>	DOLLAR VALUE	GAIN	LOSS
<b>Base Pay<sup>2</sup></b>	per annum =	\$	Per annum =	\$	\$	\$
	Per annum/2087 = hourly rate of \$		Per annum/2087 = hourly rate of \$			
	Hourly rate X 8 = daily rate of \$		Hourly rate X 8 = daily rate of \$			
<b>Annual Leave</b>	Annual leave @    days per year; maximum carryover = 240 hours	\$	Annual leave earned @    days per year; maximum carryover =	\$	\$	\$
<b>Holidays</b>	10 paid holidays per year	\$	____ (#) paid holidays and personal days per year	\$	\$	\$
<b>Flexible Benefit Dollars/Personal Benefit Election Dollars<sup>3</sup></b>	NIH employees are not eligible for this benefit	\$0	Employee receives	\$	\$	\$
<b>THE EMPLOYEE'S COST OF BENEFITS (Greater NIH Costs = a Loss, Lesser NIH Costs = a Gain)</b>						
<b>Basic Retirement</b>	Calculate based on the sum of base pay (see above) + PCA X FERS @ .8% or CSRS @ 7% <b>Employee pays</b>	\$	Employee paid <b>required</b> contribution to a defined benefit retirement plan (    %)	\$	\$	\$
<b>TSP</b>	Match employee's current % of contribution up to the maximum of 13% for FERS or 8% for CSRS NTE \$12,000 per year. <b>Employee contributes    %</b>	\$	<b>Employee's voluntary</b> pre-tax contribution to a supplemental retirement system, e.g., 401K, 403(b), etc.	\$	\$	\$
<b>OASDI (FICA)</b>	6.2% of base pay (see above) + PCA + Rs up to the maximum of \$87,000 <b>Employee pays</b>	\$	6.2% of base pay up to \$87,000 <b>Employee pays</b>	\$	\$	\$
<b>Medicare</b>	@ 1.45% of base pay + PCA +Rs <b>Employee pays</b>	\$	@ 1.45% of base pay employee pays	\$	\$	\$
<b>Health Benefits<sup>4</sup></b>	Calculate based on the same type of enrollment as currently held ( family, self) <b>Employee's cost</b>	\$	Enrolled in Self, Family or not enrolled (circle one). <b>Employee pays</b>	\$	\$	\$
<b>Life Insurance<sup>5</sup></b>	Value of Federal policy = \$ <b>Employee pays</b>	\$	Value of policy = \$ <b>Employee pays</b>			
<b>Bonus/Incentive, PCA</b>	Proposed 3Rs/2Rs Proposed PCA	\$	Bonus/Incentive guaranteed in writing	\$	\$	\$
<b>Other</b>	<ul style="list-style-type: none"> <li>Anticipated consulting earnings of \$</li> <li>Physicians Comparability Allowance of \$</li> <li>Locality pay if applicable and not credited above in NIH Base Pay. Locality Pay = \$</li> <li>Other (specify)</li> </ul>	\$	<ul style="list-style-type: none"> <li>Consulting fees that may/must be forfeited by accepting NIH employment</li> <li>College Tuition<sup>6</sup> - # of years =    ; amount per year = \$</li> </ul>	\$	\$	\$

<sup>1</sup> Attach documentation in support each of the entries in this column.

<sup>2</sup> For superior qualifications appointments: Enter the pay for the 1<sup>st</sup> step of the grade including locality pay, if applicable

For Rs: Enter the pay for the grade and step at which the applicant will be hired including locality pay (although the amount of the R will be based on a percent of base pay excluding locality pay).

For Physician Special Pay (PSP with/without Rs): Enter the pay for the grade and step at which the applicant will be hired plus the proposed PSP amount.

For Title 42 compensation with/without Rs: Enter the proposed salary.

<sup>3</sup> Flexible benefit dollars are monies provided to the employee by the employer that may be used to purchase benefits or to fund a reimbursement account. Unused monies may be converted to cash and are considered taxable income.

<sup>4</sup> In 2003, BC/BS Standard Self Only = \$45.66 per pay period or \$1,187.16 per annum; Standard Family costs \$105.22 per pay period or \$2,735.72 per annum.

<sup>5</sup> Value = base pay + PSP (not PCA or Rs). Employee Cost = .15 per thousand X Value rounded up to \$1,000 plus \$2,000 (no maximum). See

<http://www.opm.gov/insure/life/fegli99/federal/booklet/page19.htm> for FEGLI Cost Worksheet.

<sup>6</sup> College tuition for self/family members who are currently attending, are enrolled, have been accepted for enrollment, or are planning enrollment within 12 months in a college/university. Indicate amount of the credit and number of remaining years for which the credit will be paid.

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Runzheimer Two City COL Comparison/comparable third party comparison. <i>REQUIRED</i> when COL differences are used to set NIH pay. Attach copy.	\$	\$
TOTAL GAIN and LOSS columns	\$	\$
PART I. NET GAIN OR LOSS REALIZED BY ACCEPTING NIH OFFER	\$	\$